

# **NUTANIX LIMITED**

## **Modern Slavery Statement**

For the Financial Year ended July 31, 2024

# At Nutanix we stand against modern-day slavery.

We are committed to the rights of our employees, workers in our supply chains, and workers in our global community.

Respecting human rights and putting our people first governs how Nutanix operates and is one of our core principles.

The Nutanix logo is a large, stylized, 3D-effect letter 'N' in a vibrant purple color, positioned in the lower right quadrant of the page. It has a thick, blocky appearance with a slight shadow effect, giving it a sense of depth.

**NUTANIX**

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## Introduction

This report is made by Nutanix Limited (the “Company”) for the reporting period commenced August 1, 2023, and ended July 31, 2024, pursuant to Section 54(1) of the Modern Slavery Act 2015 (‘the Act’)

Where pronouns such as “we”, “our” and “us” are used in this report, they are intended to refer to Nutanix, Inc.

## About the Company

The Company is part of a group of companies (the “Group”), of which the ultimate parent company is Nutanix, Inc., (“Nutanix”), a Nasdaq listed company with headquarters in California in the United States of America. The Group provides an enterprise cloud platform that consists of software solutions and cloud services that power the Group’s customers’ enterprise infrastructure.

As of July 31, 2024, the Group had approximately 7,354 employees worldwide and the Group maintains offices in North America, Europe, Asia Pacific, the Middle East, Latin America, and Africa.

We do not manufacture any hardware. The Nutanix-branded NX series appliances, including those that are delivered by us, are manufactured for us based on our specifications by one of the world’s leading producers of high-performance servers.

## Policies and Due Diligence Processes

Nutanix has published [The Code of Business Conduct and Ethics](#) and other applicable policies. These policies are available to all employees and workers.

To align with industry standards and commonly used practices, Nutanix has adopted the [Responsible Business Alliance \(RBA\) Code of Conduct](#). The ‘[RBA Code of Conduct](#)’ establishes standards to ensure that working conditions in the electronics industry and its hardware supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

[The Nutanix Vendor Code of Conduct](#) prohibits the use of forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons. Any violations or suspicions of violations to the Vendor Code of Conduct can be reported at [codeofconduct@nutanix.com](mailto:codeofconduct@nutanix.com). Nutanix expects all direct hardware suppliers to adhere to this policy, and we strive to enforce such policy via a three-pronged approach of (1) sourcing and supplier selection, (2) contractual supplier requirements and/or (3) ongoing supplier relationship management.

Nutanix surveys our main supplier using the industry [standard Slavery & Trafficking Risk Template \(STRT\)](#), in our efforts to comply with human trafficking and modern slavery legislation and to improve our supply chain-related disclosures.

## Our Modern Slavery Risk Profile

Within our operations, we have assessed our risk profile based on sector and industry risks as minimal. Our business depends greatly on highly skilled personnel, particularly in sales and engineering. We understand the importance of human capital and prioritize building our culture, talent development,

compensation and benefits, and diversity and inclusion. Our human capital resources objectives include identifying, recruiting, retaining, incentivizing and integrating our existing and new employees, advisors and consultants.

That said, we recognize that risks of modern slavery may be present in our supply chain, so we have implemented the policies and processes described above and continuously monitor the related risks. We have communicated with and received certain information from our hardware supplier referenced above with respect to supply chain risks relating to modern slavery.

## Remediation Measures

Over the course of the reporting period, no instances of modern slavery were identified in our business or supply chains. Therefore, no remediation measures have been necessary, and no such measures could have led to loss of income to vulnerable families.

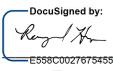
## Training

Nutanix conducts [The Code of Business Conduct and Ethics](#) training and certification annually for all employees. We expect our suppliers to communicate the principles in [The Nutanix Vendor Code of Conduct](#) to their employees and third-party partners through training and policy.

## Board Approval

This statement has been approved by the Board Directors of the Company.

### Nutanix Limited

By:   
Name: Raymond Hum  
Title: Director

By:   
Name: Prairie Padilla  
Title: Director

By:   
Name: Priya Roche  
Title: Director

We have the authority to bind Nutanix Limited.

In accordance with the requirements of the Act, we attest that we have reviewed the information contained in the report for the entity listed above. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Information contained in this statement is correct at the date of publishing.